# FTSR & BRT Update

NATSAG
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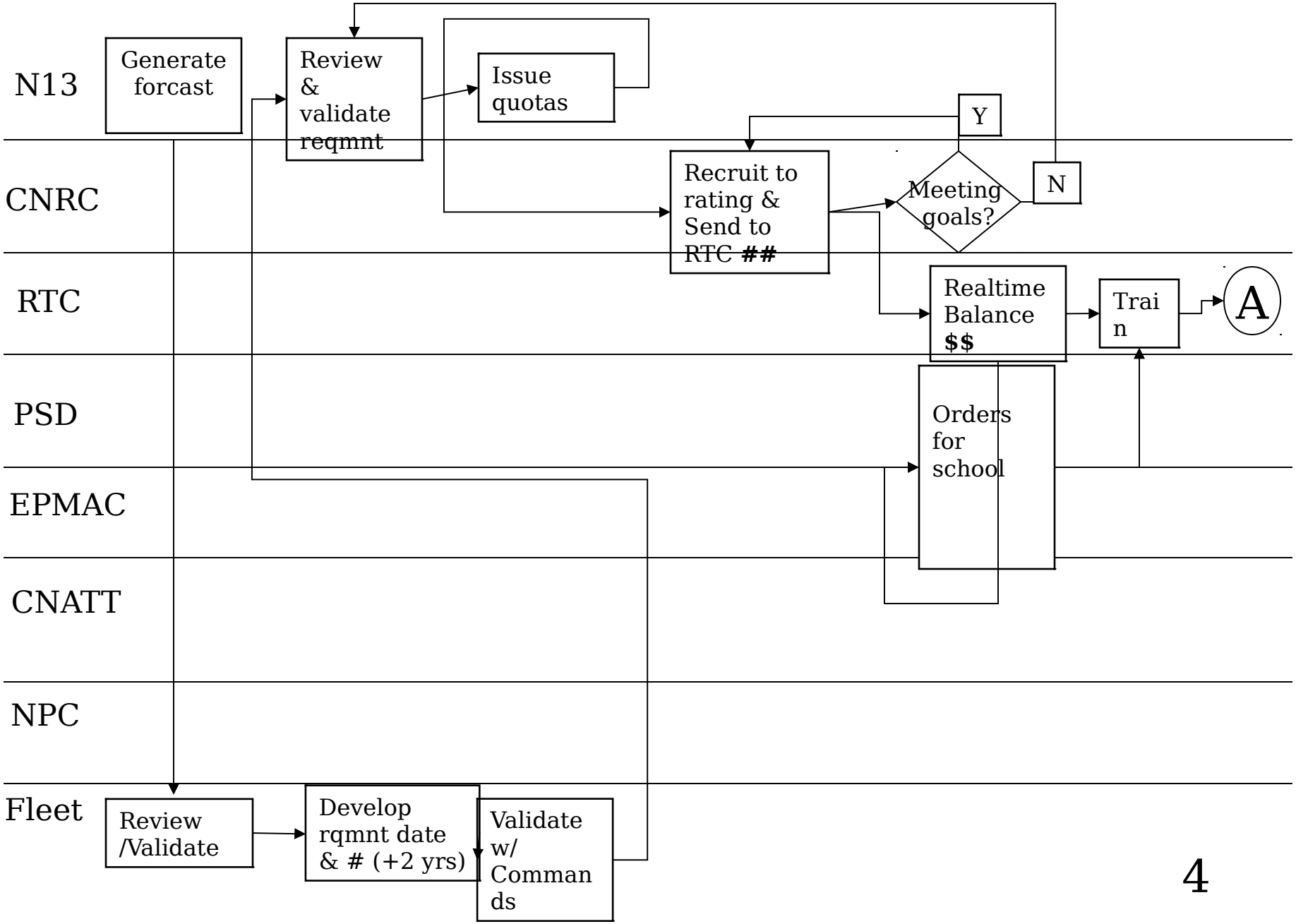
# Entitled FTSR Vision

FTSR is a ***seamless process with a single owner*** who is responsible and accountable for impacts and cost factors. The process is ***Sea Warrior focused***, ***providing trained manpower based upon Fleet*** (CFFC via CNAF) driven quality standards for competencies (NEC/KSAT) for both existing systems and new acquisitions.

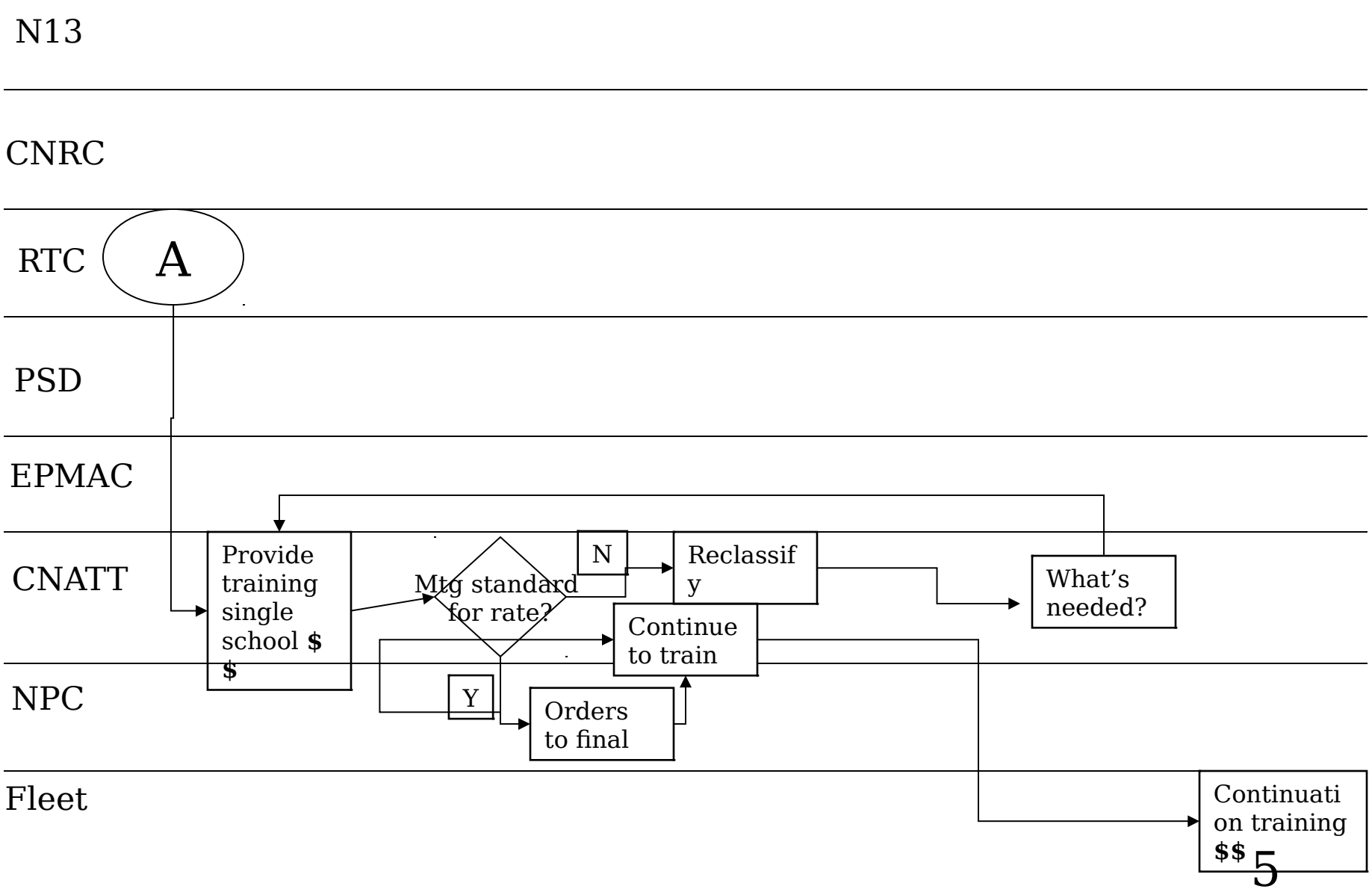
***The number of the trainees is defined by Fleet*** need for competencies adjusted for attrition throughout the process. The number and time elements are defined by the Fleet based upon rotation, end of enlistment, promotion, etc. The number and timing are captured in an IPP starting with the Fleet need as the basis of a pull system.

The process uses the IPP and Fleet requirement to ***establish a "should cost" for training*** and identifies gaps from funding shortfalls.

# FTSR Entitled Process

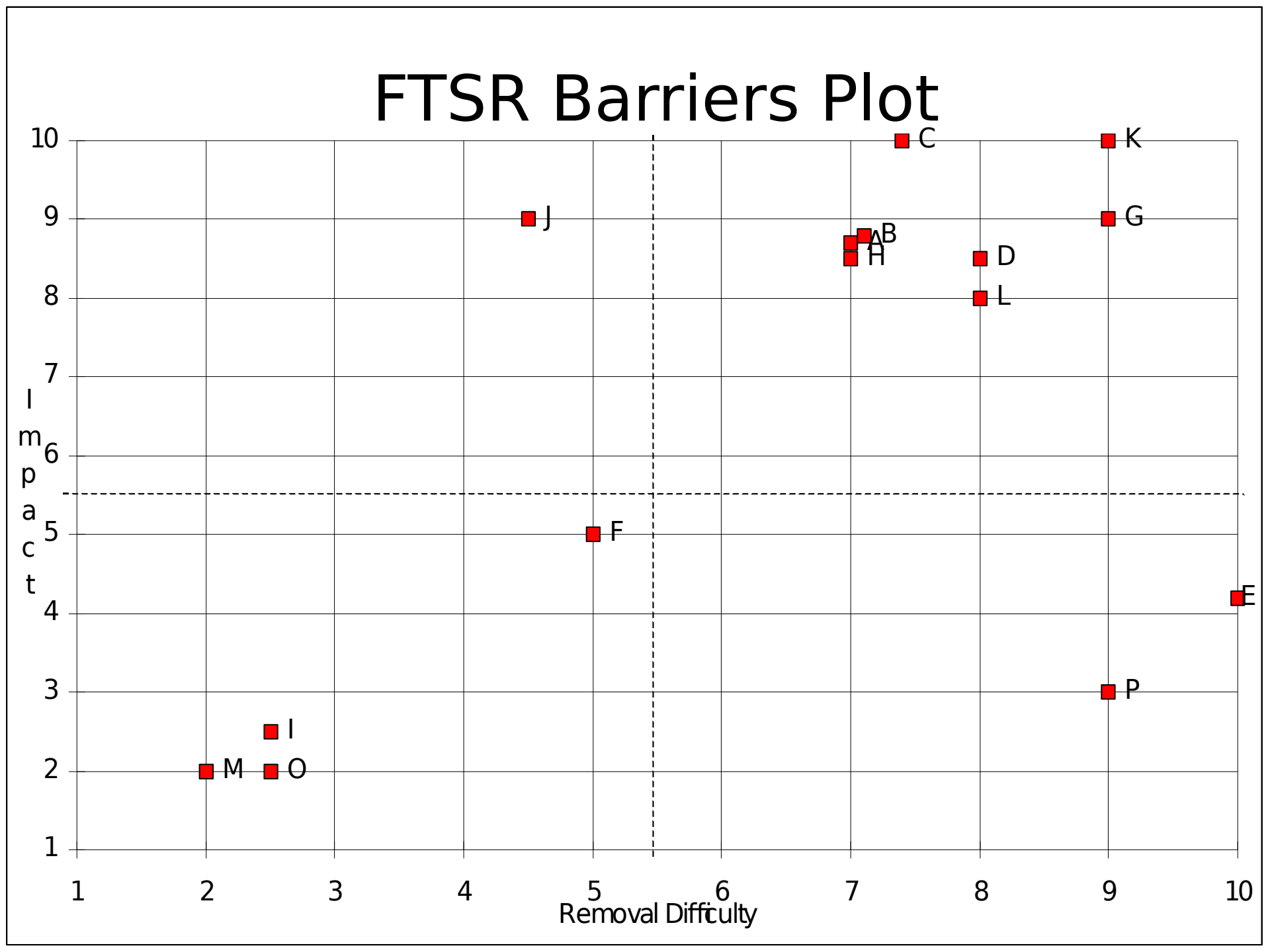


# FTSR Entitled Process



# FTSR Barriers Identified

A. No signal between changes in ‘A’ School that requires changes in ‘C’ School (3)
B. CNATT not notified of changes made to quotas in the system (5)
C. Lack of funding to move people (2)
D. No seats available at ‘C’ School Un-resourced training requirements (7)
E. JTR travel dollars restriction (15)
F. ‘A’ school & ‘C’ pre-load sizes undefined (All pre-loads need definition) (8)
G. Schools resourced for “level loading” but must execute to accommodate 'recruit surge (13)
H. Lack of “NEC” re-utilization (4)
I. Lack of entitlement in travel time or lack of definition of “timeout of school” time (11)
J. No alignment of ‘A’ and ‘C’ schools (1)
K. Lack of early identification of billet position (to be ordered to fill) or platform (to which to be assigned) (6)
L. No single process owner (9)
M. Orders process and match with current needs (10)
N. Reclassification authority (12)
O. Recruiting lead time (14)


FTSR Barriers Plot
Impact
Removal Difficulty
1
2
3
4
5
6
7
8
9
10
C
K
J
G
AB
A
H
D
L
F
E
P
I
M
O

# What to Measure?

- % of trained manpower to fleet (Today's measure)
- → Cycle time
- → % of 'trained manpower in fleet vs entitlement
- → Seat utilization against original plan and dynamic quota
- SCAT (Service Category)
- Reclassification rate
- → Pre Load
  - Awaiting Instruction
  - Awaiting Training
- Work In Process (WIP)
- → Attrition
- → Cost
- Instructors authorized vs instructors on board
- Facility utilization
- → First pass yield

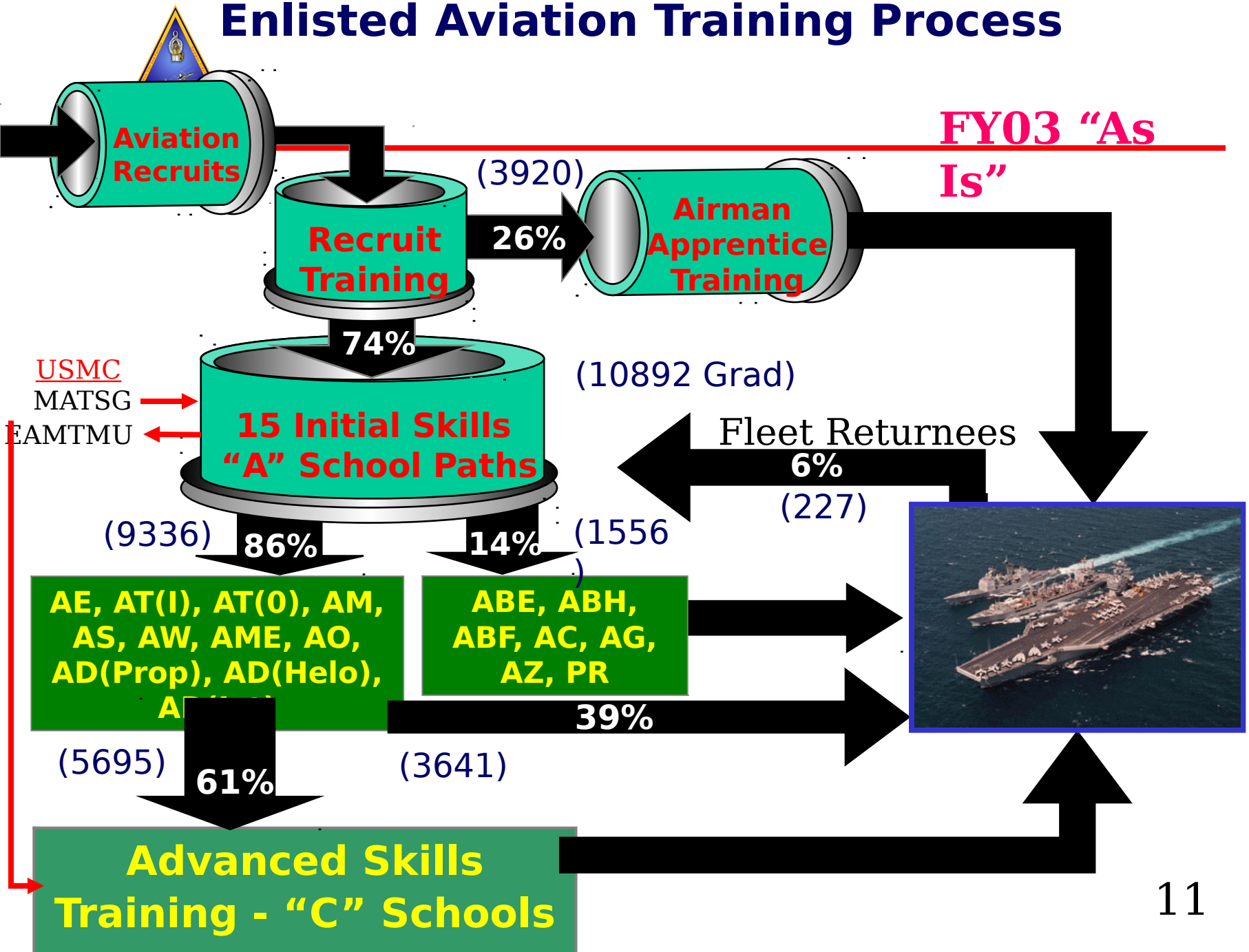
→ Key Metrics

# 100% Trained Manpower BRT

# 100% Trained Manpower BRT

- Team met in Millington after FTSR
- Membership defined
- Scope established
- Deliverable is a process that will assure Aviation Sailors arrive at their unit with 100% required training
- In data collection
- Next meeting is teleconference on 23 March
- CONCERNS:
  - Group size
  - Complex relationships
  - Lack of visibility on impact changes
- FTSR is the long-term solution

# Enlisted Aviation Training Process



# Fleet To Street Revolution (FTSR)

Fleet requirements pull new accessions from the street through the right training, at the right time, in the right place

Objectives:

- ✓ Streamline detailing and training for the Aviation “A” and “C” Schools to the most efficient process
- ✓ Identification of ultimate student Type/Model/Series fleet assignment prior to beginning of training
- ✓ Sailors receive required modules of training linked to their assigned billet.

Pilot courses:

- ✓ F/A-18A-D AME
- ✓ E-6 AE

# F/A18A-D AME

## 24% (6,400 student days) IA SAVINGS

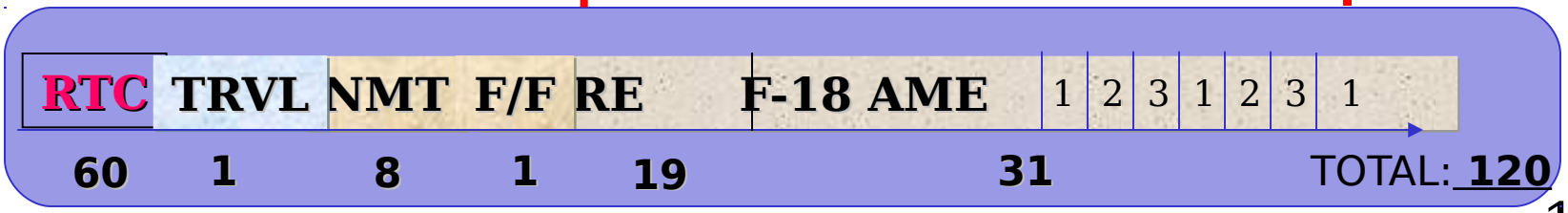
**NATTC throughput:** 412 (354 USN + 58 USMC)

**F/A18 AME(Oceana/Lemoore):** 160 = 38%

**"AS IS"**

**Courses under revision**

**"TO BE"**



# E-6 AE

## 31% (2,480 student days) IA SAVINGS

NATTC AE throughput: 1460
E-6 AE (Tinker AFB) throughput: 31 = 2%

"AS IS"

| RTC | TRVL | INDOC | CORE | STRAND | TRV | E-6 AE/8809 | |
|---|---|---|---|---|---|---|---|
| 60 | 1 | 9 | 51 | 79 | 3 | 43 | TOTAL: 246 |

"INTERIM"

| RTC | TRVL | NMT | F/F | ATT | A FUND | STRANI | TRV | E-6 AE/8809 | |
|---|---|---|---|---|---|---|---|---|---|
| 60 | 1 | 8 | 1 | 23 | 8 | 79 | 3 | 43 | TOTAL: 226 |

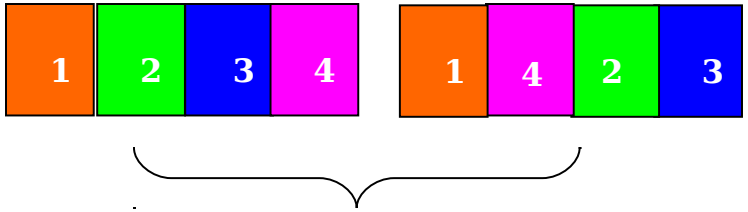
Courses under revisio

"TO BE "

| RTC | TRVL | NMT | F/F | ATT | A FUND | TRV | CORE | E-6 AE | 1 | 2 | 1 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 60 | 1 | 8 | 1 | 23 | 8 | 3 | 19 | 43 | | | | TOTAL: 166 |

# FRP - Applying Modular Training Concept

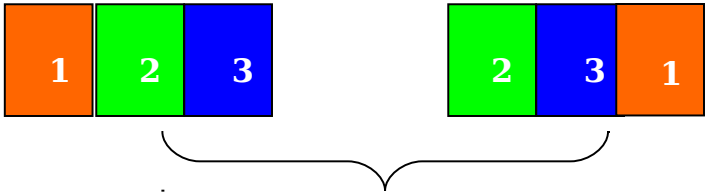
**Modular Training provides the flexibility necessary to support the Fleet Response Plan by offering many entry points for training**




| Air Launched Weapons Supervisor Course | | Time (Days) |
|---|---|---|
| Mod 1 | Air Launched Guided Missiles | 12 |
| Mod 2 | Air Launched Weapons Supervisor | 13 |
| Mod 3 | Precision Guided Weapons | 5 |
| Mod 4 | Quick Strike Mines | 3 |

**Four pipeline courses for NEC 6801**

- ✓ **'Send when you can' approach**
- ✓ **Complete all 4, any order = NEC**




| Mod 4 | Quick Strike Mines | 3 |
|---|---|---|

| E2C/C2A Airframes/Hydraulics Initial Course | | Time (Days) |
|---|---|---|
| Mod 1 | Hydraulic Systems | 5 |

**One course for NEC 8305**

- ✓ **'Send when you can' approach**
- ✓ **Complete all 3, any order = NEC**

**(Fleet notified 30 days out of seat availabilities)**

# CNATT Strategic Plan

- ✓ **Policy Guidance**
  - CNO Guidance 2004
  - CFFC institutionalize Inter-Service Aviation Technical Training
- ✓ **Process Improvement/Training Alignment**
  - 100% enroute training
  - Single Site Training
  - Eliminate GenDets
  - If feasible, combine Initial & Career Training
  - Increase student to instructor ratio
  - MTT/VTT Opportunities (Atsugi: F414/Ejection Seats/SEAM/Guns)
  - Alignment (UAV/FASO/NATEC)
  - PQS alignment w/ 5VM
  - NEC Re-utilization
  - AirSpeed
- ✓ **Lead Programs**
  - Sundown Type/Model/Series Plans
  - F/A-18E/F; V-22; H-60S/R; JSF; E/A-18G; MMA
  - H-53X, ACS, H -1Y/Z

# Questions?